



International Day Against Homophobia, Biphobia, Intersexphobia & Transphobia (IDAHOBIT Day) - May 17

Latrobe Community Health Service is committed to providing a health service that is inclusive for everyone. We say no to discrimination against LGBTI people by acknowledging IDAHOBIT Day and raising the rainbow flag on May 17

What is IDAHOBIT Day?

May 17 is acknowledged as International Day Against Homophobia, Biphobia, Intersexphobia and Transphobia, also known as IDAHOBIT day. The day was created in 2004 to draw attention to the discrimination often faced by LGBTI people and is now celebrated in over 130 countries.

May 17 was chosen as it is the day in 1990 when the World Health Organisation removed homosexuality as a mental disorder.

What does LGBTI mean?

Lesbian: women who are physically, emotionally and sexually attracted to women

Gay: men who are physically, emotionally and sexually attracted to men

Bisexual: people who are physically, emotionally and sexually attracted to both men and women

Transgender: a person who does not identify with their gender of upbringing

Intersex: Intersex people are born with physical sex characteristics that don't fit medical norms for female or male bodies.

Why is Latrobe Community Health Service making their service LGBTI inclusive?

We know we can make a positive difference for LGBTI people and we welcome all people to participate and contribute to our workplace, service and community

We also know the mental health and wellbeing of LGBTI people are a lot worse than their heterosexual peers because of the fear or lived experience of discrimination and exclusion.



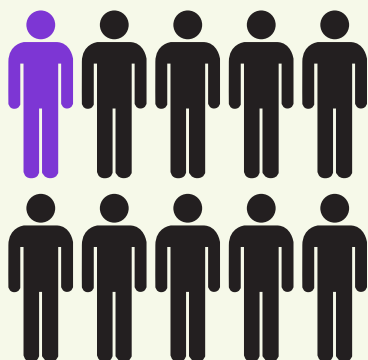
LGBTI people have the highest rates of suicidality of any population in Australia

What can be done to make sure LGBTI feel inclusive?

- Treating each person as an individual and not making assumptions about someone's sexual orientation and/ or gender identity
- Using language and actions that show respect for how people describe their own gender, body and relationships
- Provide clients and peers with the space to disclose their sexual orientation or gender identity if they want to

What have we done to make our service more LGBTI inclusive?

- Dedicated staff members on the 'LGBTI Working Group' to review and recommended necessary improvements in training, policies & guidelines
- LGBTI consumer consultation group to commence in 2016 to seek feedback from community members to ensure any inclusive practice proposals will positively reflect the local LGBTI community
- Development of diversity page on the Latrobe Community Health webpage
- Second consecutive acknowledgement of International Day against Homophobia, Biphobia, Intersexphobia and Transphobia (IDABOBIT Day) on May 17
- Provide all new staff LGBTI inclusive practice training and roll out of existing staff inclusive practice training



1 IN 10

OF THE AUSTRALIAN POPULATION

ARE DIVERSE IN THEIR SEXUAL ORIENTATION, SEX OR GENDER IDENTITY



For more information contact equityanddiversity@lchs.com.au